



POSITION DESCRIPTION Equipment Operator FLSA Status: Non Exempt EEO Code: Occupational Salary Grade/Band:	9 June 2015 Reports to: Duchesne County Roads Manager Revised: Human Resources Initials:_____
POSITION PROFILE The purpose of this position is to operate heavy motor equipment and perform heavy manual work for all Highway Department road construction, maintenance and repair projects; all other related work as required. The Heavy Equipment Operator/Truck Driver/Laborer is responsible for maintaining and improving upon the efficiency and effectiveness of all areas under his/her direction and control.	
GOALS <ul style="list-style-type: none">• To ensure work performance, effective time management practices, and attention to detail.• To maintain a safe and clean environment.• To adhere to best safety practices and comply with OSHA and other local and federal mandates.	
ESSENTIAL FUNCTIONS <ul style="list-style-type: none">• Assists with road maintenance and repair projects by performing manual work and operating departmental equipment. Examples of projects include the following: constructing and repairing roads, manholes, catch basins and drainage systems; applying pavement markings and paint; Highway Equipment Operator/Truck Driver/Laborer raking, dumping, spreading, grading, and rolling of asphalt, gravel, stone, and any other material for roads; cutting and chipping brush and trees; removing brush and leaves.• Mows the roadside; repairs damaged guardrails, signs.• Plows snow and sanding and salting roads.• Operates heavy and light equipment of high complexity; operates power grader, front-end loader, backhoe, all attachments, rollers, etc.• Operates trucks and attachments and vehicles providing roadway snow removal and sanding.• Maintains and repairs department equipment and motor vehicles used in the maintenance of streets.• Performs limited mechanical work including greasing of equipment when needed.• Operates all hand tools needed to perform labor tasks.• Mounts snowplows; helps maintain snow emergency equipment.• Responsible for keeps equipment clean inside and in proper working order; and• Performs related duties as business necessitates.	

EDUCATION AND EXPERIENCE

- High school diploma or equivalent;
- Two years of public works construction and maintenance experience including heavy equipment motor vehicle operation;
- Mechanical repair experience highly desirable; or
- Equivalent combination of education and experience.

LICENSES AND CERTIFICATIONS

- A valid and current CDL Class A with general and airbrake endorsements.
- Must be able to successfully pass a criminal background investigation.

SKILLS/ABILITIES

- Thorough working knowledge of public works equipment operation;
- Working knowledge of fundamental construction and maintenance procedures;
- Knowledge of field safety;
- Professional interpersonal communication skills;
- Ability to work safely and accurately;
- Ability to perform lock out tag out on equipment and machinery in accordance with set safety standards;
- Ability to perform heavy manual labor under varying weather conditions.
- Perform duties efficiently and safely.
- Exemplify professional and courteous service to both employees and the public.
- Maintain focus when operating and working on equipment.
- Exemplify good safety practices and protocols.

PERFORMANCE MEASUREMENTS

- Responsible to meet all expectations of the essential functions and perform the required skills and abilities.

LANGUAGE SKILLS

- Ability to follow detailed oral and written instructions given by supervisor.
- Communicates in person and by cell or two-way radio.

REASONING ABILITY

- Ability to take direction and prioritize work assignments.
- Ability to follow proper methods, procedures and safety precautions.
- Ability to work independently as needed to support the group effort.

PHYSICAL REQUIREMENTS

- Majority of work is performed outdoors with exposure to extremes of heat and cold temperatures and inclement weather. Subject to the hazards associated with road work sites and working with/around vehicles and tools. Work environment can be very loud.
- Regularly operates heavy/light trucks, heavy equipment, and hand/power/pneumatic tools.
- Frequently lifts and/or moves objects weighing up to 100 pounds such as tools, equipment, supplies, etc.
- Must be able to access all levels of a construction site/building/structure, traverse uneven terrain, climb a ladder, and enter and exit from vehicles.
- Manually operates all department vehicles, tools, and equipment.

HAZARDS

- Occasional exposure to unpleasant environmental conditions and/or hazards.
- Daily exposure to extreme temperature, wetness and/or humidity, respiratory hazards, noise and vibration, and physical hazards
- Frequent exposure to fire, mechanical and road hazards. Occasional exposure to chemical hazards, electrical hazards, and physical danger or abuse.
- Rare exposure to explosives or communicable diseases.
- Seatbelt, safety glasses, gloves, hard hat, dust masks, and reflective vest may be required.

ADA STATEMENT

- Ability to perform the essential functions of this position with or without reasonable accommodation.

DISCLAIMER: The above statements describe the general nature, level, and type of work performed by the incumbent) assigned to this classification. They are not intended to be an exhaustive list of all responsibilities, demands, and skills required of personnel so classified. Job descriptions are not intended to and do not imply or create any employment, compensation, or contract rights to any person or persons. Management reserves the right to add, delete, or modify any and/or all provisions of this description at any time as needed without notice. This job description supersedes earlier versions.